

CLAIMS

The invention claimed is:

1. A method of employment recruiting comprising the steps of:

- 5 (a) creating a position advertisement;
- (b) storing said position advertisement in a computer searchable database;
- (c) storing at least one search parameter including at least one keyword associated with said position advertisement in a
- 10 computer searchable database;
- (d) in response to a search parameter associated with said position advertisement, searching at least one computer searchable database for a candidate resume including said keyword;
- (e) scoring said candidate resume as a function of said keyword;
- 15 and
- (f) presenting said candidate resume to a computer user as a function of said score.

2. The method of claim 1 wherein the steps of scoring a candidate resume as a

20 function of a keyword and presenting said candidate resume to a computer user as a function of said score comprises the steps of:

- (a) identifying a number of occurrences of said keyword in said candidate resume; and
- (b) presenting said candidate resume to said computer user if said
- 25 number of said occurrences of said keyword in said candidate resume at least equals a threshold number of said occurrences.

3. The method of claim 1 further comprising the steps of:

- (a) assigning a significance to said keyword; and

(b) influencing said scoring of said candidate resume as a function of said significance of said keyword.

4. The method of claim 1 further comprising the steps of:

5 (a) storing at least one candidate screening question associated with said position advertisement in a computer searchable database;

(b) requesting a response to said screening question from a candidate associated with said candidate resume; and

10 (c) scoring said response to said screening question.

5. The method of claim 4 further comprising the steps of:

(a) assigning a significance to said response; and

15 (b) influencing said scoring of said response as a function of said significance of said response.

6. The method of claim 1 wherein the step of searching at least one computer searchable database in response to a search parameter associated with said position advertisement comprises the steps of:

20 (a) reading a first search parameter associated with said position advertisement specifying a periodicity of said search;

(b) reading a second search parameter associated with said position advertisement specifying a computer searchable database to be searched; and

25 (c) in response to said first search parameter initiating a search by a computer of said computer database identified by said second search parameter.

7. The method of claim 1 wherein the step of searching at least one computer database in response to a search parameter associated with said position advertisement comprises the steps of:

- 5 (a) reading a first search parameter associated with said position advertisement specifying a periodicity of said search;
- (b) reading a second search parameter associated with said position advertisement specifying a computer network accessible database to be searched;
- 10 (c) in response to said first search parameter accessing said computer network accessible database with a computer;
- (d) analyzing a text of a candidate resume stored in said computer network accessible database;
- (e) scoring an occurrence of a keyword in said text of said candidate resume; and
- 15 (f) as a function of said scoring, copying said candidate resume to a candidate data base,

8. The method of claim 1 wherein the step of creating a position advertisement comprises the steps of:

- 20 (a) accessing a position advertisement template, said template comprising of at least one candidate qualification entry; and
- (b) including in a candidate qualification entry of said template no more than one candidate qualification.

25 9. The method of claim 8 further comprising the step of identifying at least one keyword associated with a candidate qualification entry.

10. The method of claim 9 further comprising the step of assigning a significance to said keyword.

11. A method of employment recruiting comprising the steps of:

- (a) creating a position advertisement;
- (b) associating with said position advertisement at least one search parameter including at least one keyword;
- 5 (c) storing said position advertisement in a computer searchable database;
- (d) storing said at least one search parameter in a computer searchable database;
- 10 (e) in response to a search parameter, initiating a computer search of at least one computer searchable database for a candidate resume including said keyword;
- (f) scoring said candidate resume as a function of said included keyword;
- 15 (g) including an identification of a candidate associated with said candidate resume in a search result to be presented to a computer user if said resume score of said candidate resume at least equals a threshold resume score;
- (h) in response to said resume score, contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;
- 20 (i) scoring a response of said candidate to said screening question; and
- (j) reporting said screening question response score in a search result presented to said computer user.

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12. The method of claim 11 further comprising the steps of:

- (a) requesting said candidate approve contact with an employment reference;

- (b) requesting a response of said employment reference to at least one reference query; and
- (c) reporting said response to said reference query in a search result presented to said computer user.

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13. The method of claim 11 further comprising the steps of:

- (a) assigning a significance to said keyword; and
- (b) influencing said candidate resume score as a function of said significance of said keyword.

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14. The method of claim 11 further comprising the step repeating said search in response to a search periodicity specified in a search parameter associated with said position advertisement.

15 15. An employment recruiting system comprising:

- (a) a searchable first data structure storing data associated with an employment position, said data including at least one search parameter including a keyword;
- (b) a searchable second data structure storing data related to a candidate for employment including a candidate resume; and
- (c) a data processing device to search said second data structure for a candidate resume including said keyword, said search proceeding in response to a search parameter associated with said employment position.

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16. The system of claim 15 further comprising:

- (a) a searchable third data structure accessible from a computer network for storing at least one candidate resume; and
- (b) a network interface enabling said data processing device to

search said third data structure for a candidate resume including said keyword.

17. The system of claim 15 wherein said data processing device comprises:

- 5 (a) a parser instruction to decompose said candidate resume to text;
 and
 (b) a matching instruction to identify a character string
 corresponding to said keyword in said text.

10 18. The system of claim 15 wherein said data processing device comprises a
 resume scoring instruction to score said candidate resume as a function of an
 occurrence of a character string corresponding to said keyword.

19. The system of claim 15 wherein said data processing device comprises:

- 15 (a) a position advertisement template user interface including at
 least one candidate qualification entry; and
 (b) a screening question template user interface comprising at least
 candidate screening query to be associated with said position
 advertisement.

20 20. The system of claim 18 wherein said resume scoring instruction comprises a
 screening query scoring instruction to score a response to said candidate
 screening query as a function of a significance weight associated with said
 screening query.

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